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TECHNICAL ADJUSTMENTS TO THE PAY PLAN POLICY

Technical Adjustments to the Pay Plan

Contents:

[Policy](#)[Salary Rate](#)

Policy

Technical adjustments to the pay plan are refinements to the pay system approved by the State Human Resources Commission that include, but are not limited to, such actions as:

- establishing special pay plans,
- renumbering salary ranges,
- changing the width of salary ranges,
- changing salary range minimums, midpoints, or maximums,
- computing the quartiles, and
- adding or deleting salary ranges.

This type of change is not directly related to current labor market fluctuations, and therefore is not defined as a Salary Range Revision. Neither are technical changes related to position classification changes, and therefore are not Reallocations.

Salary Rate

Technical adjustments to the pay plan do not create entitlement or authorization to change individual employee salaries.
